



Black/African American History Month

Office of Diversity, Equity & Inclusion

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DIVERSITY: All the different characteristics and attributes of individuals from varying demographics that are consistent with the DoD's core values, integral to overall readiness and mission accomplishment, and reflective of the nation we serve.

INCLUSION: A set of behaviors (culture) that encourages Service members and civilian employees to feel valued for unique qualities and to experience a sense of belonging.

Black History Month, also known as National African American History Month, is an annual celebration of achievements by African Americans and a time to recognize the immeasurable impact they have had on the history of the United States.

The annual celebration of achievements by Black Americans is associated with Dr. Carter G. Woodson. In 1915, Dr. Woodson founded the Association for the Study of Negro Life and History, now called the Association for the Study of African American Life and History. In 1926, Dr. Woodson initiated the celebration of Negro History Week, which encompassed the birthdays of Frederick Douglass and Abraham Lincoln.

The celebration was expanded to a month in 1976, the nation's bicentennial. President Gerald R. Ford urged Americans to "seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history." That year, fifty years after the first celebration, the association held the first African American History Month. By this time, the entire nation had come to recognize the importance of Black history in the drama of the American story. Since then each American president has issued African American History Month proclamations. And the association—now the Association for the Study of African American Life and History (ASALH)—continues to promote the study of Black history all year.

Those of African American descent have a long and distinguished history in the United States military. African Americans have defended our nation with loyalty, honor, and patriotism, during peacetime and in every war fought by or within the United States.

African Americans have defended our nation since the Revolutionary War, serving with honor and distinction. More than 350,000 African Americans served in the Army during World War I, and 1 million African Americans served in the military during World War II.

The National Guard's history is also replete with examples of African Americans who served with distinction. A notable example existed within

Black/African American History Month (Cont.)

the three National Guard regiments that fought in World War I under the U.S. Army's 93rd Division: the 369th, 370th and 372nd Infantry Regiments.

Although organized as an all-black division for the war, these regiments did not fight as one. Instead, each was assigned to French divisions, as the French were requesting the immediate use of American divisions to reinforce the French army. Each of the regiments took part in major combat operations and received battlefield accolades for their service with the French army.

The Portrait of “Black’s in Government” on the next page highlights the significant contributions from African American service members and DOD government civilian employees dating from the beginning of the Civil War until 2021. The timeline unveils our appreciation for African American service members and DOD civilian employees in the midst of Black History Month and our extended appreciation everyday of the year.

Black/African American Special Emphasis Program Managers



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In pursuant to 29 CFR § 1614.102 (Agency program), The SCNG maintains a continuing affirmative programs to promote equal opportunity, diversity and inclusion and to identify and eliminate discriminatory practices and policies. In support of these programs and the ODEI's mission, the SCNG has seven Special Emphasis Programs; People With Disabilities Program, Federal Women's Program, Hispanic Employment Program, African American/Black Employment Program, Native American/Alaskan Native Employment Program Manager, LGBTQ Employment Program Manager, and Asian American/Pacific Islander Employment Program. The programs are managed by appointed Special Emphasis Program Managers (SEPMs) and overseen by an appointed Special Emphasis Programs Director.

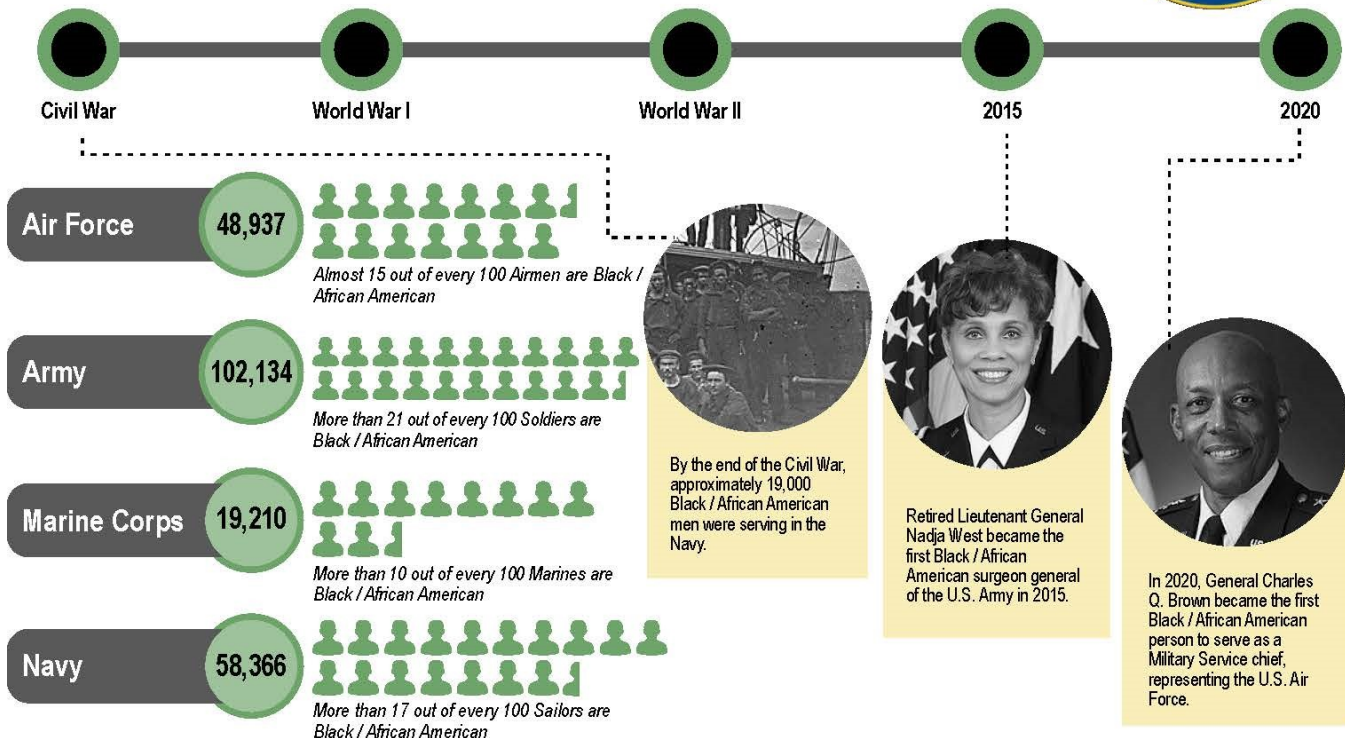
Special Emphasis Programs are implemented in the workplace environment to promote and foster diversity in the SCNG through awareness and education. The SEPMs ensure the development and maintenance of each program and serve as a liaison and advocate for each group, celebrate diversity with the agency, educate the SCNG to unique cultural characteristics among groups, assist with the State's Equal Employment Opportunity programs and serve as extended support to the SCNG ODEI. To get involved, contact the State Equal Employment Specialist:

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2021 Portrait of Black / African American Active Duty Service Members



29%

The percent of enlisted Service members with a master's degree or higher that are Black / African American.

13.1%

The percent of Black / African American commissioned officers who are graduates of a Service academy.

Enlisted Occupations

Functional Support & Administration Specialists	26,009	17,093
Service & Supply Handlers	26,502	9,151
Electrical / Mechanical Equipment Repairers	22,846	3,836
Communications & Intelligence Specialists	17,672	4,295
Infantry, Gun Crews & Seamanship Specialists	18,606	2,227
Electronic Equipment Specialists	15,378	3,818
Health Care Specialists	9,228	6,748
Non-Occupational Service Members	6,796	2,189
Craftworkers	4,765	1,023
Other Technical & Allied Specialists	4,466	1,273

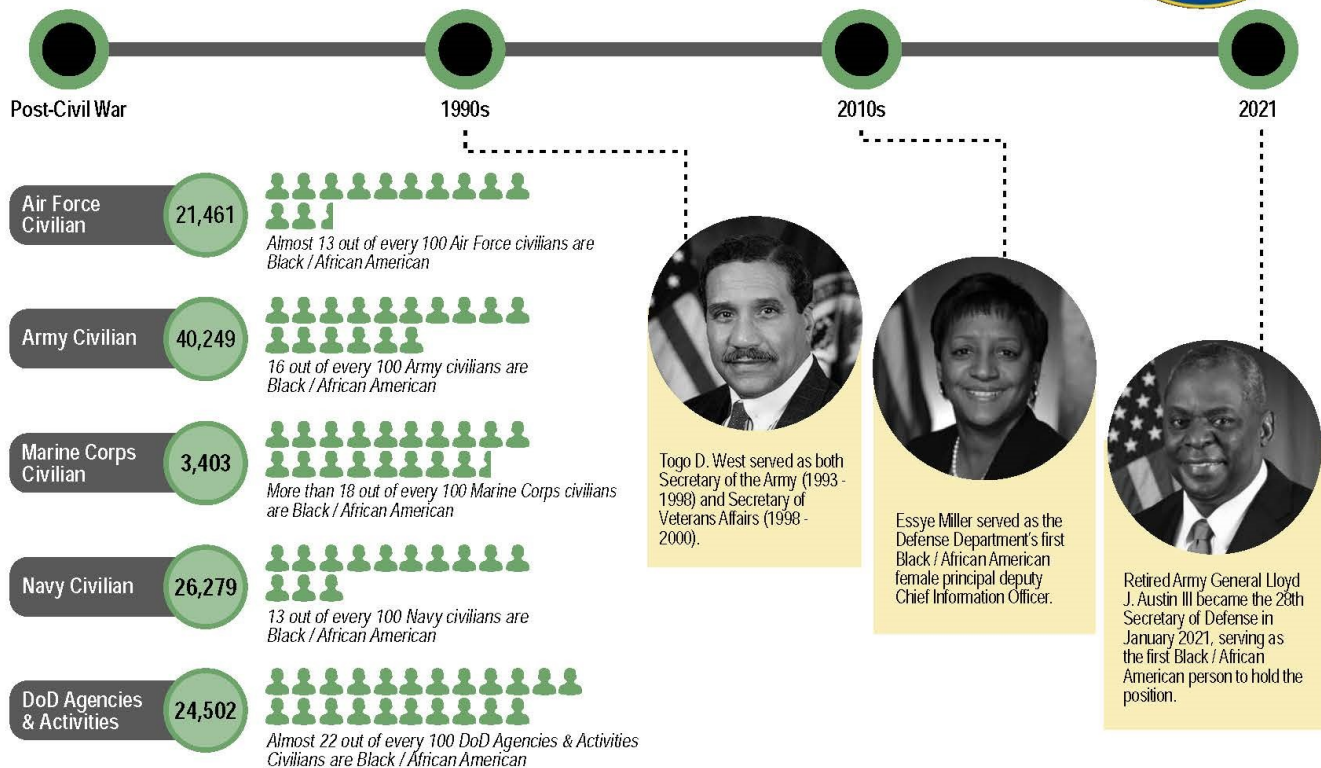
Male = Female =

Officer Occupations

Tactical Operations Officers	3,414	573
Health Care Officers	1,355	1,926
Supply, Procurement & Allied Officers	1,943	789
Engineering & Maintenance Officers	1,667	499
Administrators	1,227	921
Intelligence Officers	952	383
Scientists & Professionals	671	353
Non-Occupational Officers	586	174
General Officers & Executives	105	3

Male = Female =

2021 Portrait of Black / African American DoD Government Civilians



55.8%

The percent of Black / African American DoD civilians who are military veterans.

6.3%

The percent of SES positions held by Black / African American civilians in Fiscal Year 2020.

Top 10 GS-1 to GS-14 Civilian Career Fields

General Administrative, Clerical & Office Services	9,033	10,349
Business & Industry	3,768	4,887
Medical, Hospital, Dental & Public Health	1,788	6,114
Accounting & Budget	2,408	5,488
Human Resources Management	2,207	4,151
Supply	2,838	2,232
Information Technology	3,471	1,507
Misc. Occupations	3,766	819
Engineering & Architecture	2,637	648
Education	1,437	1,484

Male = Female =

Top 10 GS-15 / SES Civilian Career Fields

General Administrative, Clerical & Office Services	234	160
Accounting & Budget	68	99
Information Technology	63	33
Human Resources Management	29	51
Business & Industry	33	30
Legal & Kindred	27	30
Engineering & Architecture	35	12
Inspection, Investigation, Enforcement & Compliance	17	5
Misc. Occupations	12	5
Mathematical Science	15	1

Male = Female =